
Minutes City Council's Finance & Diversity Issues Committee October 28, 2003

Minutes of the City Council's Finance and Diversity Issue Committee held on October 28, 2003, 4:00 p.m., at the City Council Conference Room, 3rd Floor - Tempe City Hall, 31 E. 5th Street, Tempe, Arizona.

Committee Members Present:

Councilmember Pam Goronkin - Chair
Councilmember Len Copple

City Staff Present:

Diversity Director Rosa Inchausti
City Clerk Kathy Matz
PR Events Coordinator Ginny Belousek
Human Resources Analyst Bruce Gardner
TLC Coordinator Gretchen Maynard

Guests Present:

Human Relations Commission (HRC) Chair, Marlene Gerstman
HRC Member, Virginia Pesqueira,
Kirsten Searer, *East Valley Tribune*

Councilmember Pam Goronkin called the meeting to order at 4:00 p.m.

Agenda Item 1 – Diversity Action Plan Update

a. Diversity Steering Committee Strategic Plan

Rosa Inchausti summarized a handout regarding program strategies:

1. The 5-sided partnership has spent a lot of time discussing the plan.
2. In essence, it's a business plan for City diversity issues.

There was **general discussion** regarding: Workplace bias, Good Ol' Boy Network/use of term, presentation to HRC.

CONSENSUS – Staff should present the plan to HRC before taking it to the full Council for consideration.

b. Employee Groups Update – Women's Group, Multi-cultural Group

Rosa Inchausti briefly summarized regarding the ongoing recruitment for the at-large positions on the Women's Group and the Multi-Cultural Group. The 5-sided partnership representatives have already been chosen.

Councilmember Copple noted that it would be good to have employees of different ages represented so that different viewpoints from different generations can be represented.

c. MST III Curriculum Update

Gretchen Maynard summarized the curriculum for the upcoming MST III:

1. MST was originally created to satisfy an EEOC requirement to put all managers/supervisors through diversity training.
2. Highlight of MST III is 7-Step Management Change Process, which will teach managers how to effectively manage in the new organization. Allow them to develop an action plan to create a culture that meets the City's diversity strategy.
3. Department Managers will go through MST III first, then it will be available to any employee who's interested.

There was **general discussion** regarding: program approach/details, 7 components, action – not just going through the motions, HRC/Anytown concept, Department Head retreat/accountability/responsibility, dealing with change, and resources/tools available after training.

Agenda Item 2 – Community Events Update

a. Regional MLK Event

Ginny Belousek gave an update on the status of the event:

1. The event will be held at Tempe Town Lake on January 31.
2. Staff is concentrating on getting other cities involved, logistics, Unity Walk.
3. Guadalupe and Queen Creek have now joined the event.
4. Promotion for the event is underway; media sponsors are approaching the City for the first time, instead of the other way around.

b. MLK Diversity Awards

Ginny Belousek gave an update:

1. Banquet at the Library complex will be held on the Actual MLK Holiday, Monday, January 19.
2. It will be a brunch again this year, \$5 per plate, all proceeds go to charity.
3. Alonzo Jones will be the keynote speaker at the Vihel Center.
4. Planning a coffee reception before the speech, the Historical Museum will be open so participants can view the annual Diversity Exhibit.
5. Promotion of the event begins this week.

There was **general discussion** regarding: HRC's selection process for this year's Diversity Awards.

c. Tardeada Wrap-Up

Ginny Belousek gave an update on planning for the October 12 event and October 5 reception:

1. Very successful event this year. More than 9,000 people attended throughout the day.
2. More than 450 attended the reception, approx. 300 in the past.
3. All vendors sold out. Only complaint was about the heat.

There was **general discussion** regarding: possible future location change for Tardeada, a downtown site would be closer to original San Pablo neighborhood.

Agenda Item 3 – Human Relations Commission

a. Update on Strategic Plan

HRC Chair Marlene Gerstman summarized HRC's ongoing development of a Strategic Plan:

1. Subcommittee is working on revising the Mission Statement, core values, implementation plan.
2. HRC is working to develop a higher presence in the community, developing relations with community partners.

3. Also working on training manual for new members, doing better education on required time commitment, clarifying HRC role/scope.

There was **general discussion** regarding: Strategic Plan Subcommittee getting input from entire HRC, HRC agendas/meetings, HRC members as community resources.

Meeting adjourned at 4:55 p.m.

Kathy L. Matz
City Clerk